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ABSTRACT

The goal of the 1989 early childhood practitioner survey was to collect information about the state of the child care profession in Minnesota. The survey gathered data about levels of job satisfaction, working conditions, salary and benefits packages, program characteristics, and demographic and educational background information regarding child care professionals. Perceptions of and commitment to the child care profession were also addressed. The return rate was 86 percent. Included in the report are sections providing background information, a summary of results, a description of survey methodology, and a question by question tabulation of the survey data with discussions of each major section. It is hoped that the results will be used by lawmakers, media, professional organizations, and child care workers to highlight both positive and negative aspects of the profession and focus on the changes needed to raise the child care field to the financial and professional levels necessary for viability. (RH)

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Minnesota Association for the Education of Young Children
and
Child Care Workers Alliance
Early Childhood Practitioner Survey
March, 1989

The Status of Minnesota's Childcare Profession

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ABSTRACT

The goal of the 1989 MnAEYC/CCWA Early Childhood Practitioner Survey was to collect information about the state of today's childcare profession in Minnesota. The survey gathered data about levels of job satisfaction, working conditions, salary and benefits packages, program characteristics, and demographic and educational background information of childcare professionals. Perceptions of and commitment to the childcare profession were also considered in the survey. Both licensed home childcare providers and childcare center employees were surveyed with an even split between metro and greater Minnesota respondents. With an 86% return rate, outstanding for a mailed survey, the results of the Early Childhood Practitioner Survey paint an accurate and insightful portrait of the profession in Minnesota. It is hoped that these results will be used by lawmakers, the media, professional organizations, and childcare workers themselves to highlight both the positive and negative aspects of the profession and to focus on the changes necessary to raise the childcare field to both the financial and professional level necessary to make it viable in contemporary society.

SUMMARY OF RESULTS

94% of the childhood practitioners who participated in the MnAEYC/CCWA Early Childhood Practitioner Survey are either somewhat or very satisfied with their decision to be a childcare professional. 67% of them, however, do not believe that they make a fair wage, and 77% report dissatisfaction with benefits provided. Salary levels and benefits ranging from health insurance to paid breaks emerge as the major problems of Minnesota's childcare profession.

The childcare workers in this state are dedicated to providing quality childcare despite the obstacles they must overcome. 80% entered the profession because of their desire to work with children. 75% believe their program somewhat or far exceeds the quality of other programs. The two aspects of greatest satisfaction in the childcare profession are the opportunity to work with children (98%) and the quality of care the practitioner is able to provide (97%). This group takes pride in its work, despite the perception that the childcare field is not really respected. 45% report that they are respected only sometimes by the public at large. 29% believe they are rarely respected.

Childcare workers perform a variety of tasks each day, in addition to their child-related duties. 73% work an eight hour day or longer, most without paid breaks or vacations. Health insurance, life insurance, retirement benefits, and job security for maternity or disability leave are scarce and almost nonexistent. Despite a high percentage of colds (88%), flu (52%), and headaches (46%) suffered by childcare providers during the last year, 78% of the providers surveyed missed less than three days of work. The problem of availability of substitutes (major for 63%) is a possible reason for such low absenteeism.

Over half of the childcare workers surveyed have worked in the childcare profession for less than five years. 26% have been in it three to five years. 27% have worked in two or more childcare places, and of that group, most listed inadequate or low wage or moving as their reasons for leaving their last place of childcare employment. Over 2/3 of respondents, particularly licensed home providers, report themselves not too and not at all likely to leave the childcare profession in the next two years. 34% see themselves leaving their current positions within 12 months.

22% of childcare professionals have attended some college. 31% have received Bachelor or postgraduate degrees. Well over half, however, earn less than $10,000 annually. Directors are the only group likely to earn over $20,000. 47% of them make between $11,000 to $19,999 and 13% earn less than $10,999.

Despite the low pay, long hours, lack of benefits, and frustration, childcare workers enjoy the profession because they love children and are dedicated to their care. As one provider wrote in her survey, "It's important to have good people working with children." If it is important to keep these good people working with children , it will be necessary to recognize and respond to the concerns they raise in their responses to the MnAEYc/CCWA Childhood Practitioner Survey.

INTRODUCTION

This paper reports the major findings of the MnAEYC/CCWA Early Childhood Practitioner Survey. Included in the report is background information, a summary of results, methodology of the research, and presentation and discussion of results. The results are presented in both tabular and narrative form. Katie Williams of the Minnesota Association for the Education of Young Children (MnAEYC) and Margaret Boyer of the Child Care Workers Alliance (CCWA) and oversaw all aspects of the survey. The Minnesota Center for Survey Research (MCSR) at the University of Minnesota coordinated and conducted the survey. Rosanna Armson of MCSR provided overall coordination of the project, Project

Manager Tim Beebe coordinated the project mailing, coding/editing, and methodology report, and Data Manager Thomas Pechman prepared the final computer file of the project and converted the paper survey into a computer format necessary for the analysis. Through a grant from the Center for Urban and Regional Affairs, Sarah McGrath Johnson, graduate student at the Humphrey Institute of Public Affairs, participated in the coding/editing of the survey and took primary responsibility for the analysis of results and writing of this report.

METHODOLOGY

The MnAEYC/CCWA Early Childhood Practitioner Survey was designed in November and December of 1988 by the Minnesota Center for Survey Research and by Katie Williams of MnAEYC and Margaret Boyer of CCWA. The mail survey included 41 questions divided among five major headings: Current Program Characteristics; Work Environment; Individual Background; Perceptions of Childcare Work; and General Information. Revision of the questions was completed in late December. The survey instrument was printed at that time as a light blue, 11 page booklet.

The target population included both licensed home and childcare center providers in metro and greater Minnesota counties. A random sample of home childcare providers was drawn from a list of currently licensed home childcare providers. The sample resulted in 213 metro and 208 greater Minnesota home providers. The sample of childcare center employees was randomly drawn from employee lists provided by the childcare centers in response to letters from MnAEYC/CCWA and phone calls from the Minnesota Center for Survey Research. This random selection resulted in 176 metro and 190 greater Minnesota childcare center employees. The total number of early childhood practitioners selected to receive the survey was 787.

The survey was first mailed to the 787 practitioners on January 5, 1989. The mailing consisted of a cover letter from the Minnesota Center for Survey Research inviting participation in the survey, a survey instrument, and a self-addressed stamped envelope. The cover letter form MCSR described the survey as an instrument to provide a perspective on the conditions and problems of childcare workers. It encouraged participation by stating that the results would be used to inform the Minnesota State Legislature of the issues important to people in the childcare field. The letter also insured complete confidentiality of the respondents and offered to answer any questions or concerns that might arise in relation to the survey.

One week after the first mailing, MCSR sent a reminder postcard to all survey recipients reminding them to complete and

return their surveys and thanking them if they had already done so. A third mailing consisting of the cover letter, survey instrument, and return envelope was sent to those practitioners who had not yet returned their surveys to MCSR. An identification number on the survey matching one on the mailing label, enabled MCSR to discern who had or had not returned their surveys. The identification number procedure is considered necessary to keep accurate track of all surveys sent out and returned. It is not allowed to threaten the confidentiality of the results.

The completed surveys were returned to MCSR from January 1, 1989 to February 22, 1989. The 86% return rate is considered to be outstanding for a mail survey and enhances the statistical reliability of the results. Two trained employees at MCSR edited and coded all of the returned surveys to insure that consistency in coding was maintained. The data was entered onto a computer file to remove data entry errors and to provide a format of frequencies and valid percentages of responses for analysis.

Please note: Much of the information in the Methodology section of this report was derived and summarized from the MCSR Technical Report prepared by Project Manager Tim Beebe.

PRESENTATION AND DISCUSSION OF RESULTS

The presentation below includes each survey question and its results in tabular form. On occasion, additional data is given as a result of cross tabulation analysis between questions. After the question and results for each section, a narrative discussion of the results is given.

A. CURRENT PROGRAM CHARACTERISTICS

Q1. Which of the following programs best describes the childcare program in which you work?

Type of Program	%
Nursery school	18%
Childcare center	25%
School age childcare	1%
Family day care home	32%
Group family day care home	18%
Other	3%
Headstart	4%

Q2. What is the financial basis of the childcare program in which you work?

Financial Basis	%
Non-profit	34%
For profit	**62%**
Part of school system	2%
Other	2%

Type of Program	Non-profit	For-profit	Schl sys.
Childcare center	27%	70%	3%
Licensed home provider	2%	98%	0%

Q3. About how many children is your family daycare home or center licensed to care for?

# of children	Childcare center	Home provider
1-10	2%	77%
11-20	16%	23%
21-30	8%	0%
31-40	15%	0%
41-50	7%	0%
51-60	5%	0%
61-70	4%	0%
71-80	7%	0%
81-90	4%	0%
91-100	32%	0%

# of children	For profit	Non-profit
1-10	98%	2%
11-20	68%	32%
21-30	26%	74%
31-40	26%	74%
41-50	36%	64%
51-60	17%	83%
61-70	11%	89%
71-80	11%	89%
81-90	33%	67%
91-100	38%	62%

Q4. What is the typical family income level of the children you work with? (Circle all that apply.)

Income Level	%
Low Income	30%
Middle Income	**83%**
Upper Income	16%

(because of multiple response, responses will not equal 100%)

Q5. What is the age range of the children that you work with? (Circle all that apply.)

Age range of children	%
Infants (0 to 18 months)	46%
Toddlers (18 to 36 months)	59%
Pre-schoolers (3 to 5 years)	**90%**
School age children (6 to 12 years)	47%

(because of multiple response, responses will not equal 100%)

Q6. How long is your typical paid working day?

Length of day	%
2 to 4 hours	10%
5 to 7 hours	17%
8 to 10 hours	**48%**
11 to 13 hours	24%
14 hours or more	1%

Q7. In an average week, about how many unpaid hours do you spend related to your job?

Unpaid hours	%
0 to 4 hours	**39%**
5 to 9 hours	29%
10 to 14 hours	24%
15 to 19 hours	4%
20 hours or more	4%

Q8. How many hours per day do you spend with the children?

Hours per day	%
Less than 2 hours	3%
2 to 3 hours	9%
4 to 5 hours	19%
6 to 7 hours	18%
8 hours or more	**51%**

	Hours spent with children				
Job Title	>2	2-3	4-5	6-7	8+
Director	69%	0%	25%	6%	0%
Supervisor	0%	0%	0%	100%	0%
Teacher	1%	20%	25%	29%	25%
Dir.-Tchr	0%	24%	38%	33%	5%
Supr-Tchr	0%	8%	25%	33%	33%
Asst Tchr	0%	7%	32%	24%	37%
Aide	2%	26%	30%	21%	21%
Home Prov.	0%	2%	9%	11%	79%

Q9. Which of the following health problems have you had during the last year? (Circle all that apply.)

Health Problems	%
Flu	52%
Common cold	88%
Ear infection	17%
Head lice	3%
Strep throat	19%
Pink eye	10%
Chicken pox	4%
Back problems	26%
Knee problems	8%
Headaches	46%
Bruises	24%
Scrapes	14%
Bites (insect and other)	15%
Other	8%
None	2%

(due to multiple response, responses will not equal 100%)

Q10. How many days of work did you lose in the last 12 months due to your own illness?

Days of Work Lost	%
Less than 3 days	78%
3 to 5 days	15%
6 to 10 days	5%
11 to 20 days	2%
More than 20 days	0%

DISCUSSION OF CURRENT PROGRAM CHARACTERISTICS

Type of Program, Financial Basis

50% of those surveyed provide licensed home childcare and 50% work in childcare centers, including nursery schools, daycare centers, school age facilities, and Headstart. Almost all of the childcare homes (98%) are on a for profit financial basis, while 70% of the centers are non-profit. Most homes serve no more than 20 children, with the majority (77%) of homes serving less than 10. The childcare centers surveyed are licensed to care for anywhere from 10 to 100 children. The highest percentage (32%) of centers are licensed to care for 91 to 100 children. 16% of the centers are licensed for 11 to 20 children, 15% for 31 to 40, and under 10% are licensed for all other ranges.

Children Served

Over 4/5 of the children served are from middle income families. 30% are from lower income and 16% upper. Some providers have a mixture of low and middle or middle and upper income children. Only 6% of those surveyed care for children

from all three income levels. Most of the centers and homes care for several age ranges, but pre-schoolers (3 to 5 years) are the most highly represented age group. Toddlers, school age, and infants follow, respectively.

Hours

2/3 of the childcare workers surveyed spend over eight hours each day on the job, 40% of those over 10 hours. Over half spend five hours or more unpaid hours each week on job-related activities. 88% of those surveyed spend over four hours each day with the children. 51% spend eight hours or more with them. Licensed home care providers spend the highest number of hours per day with the children and Directors the lowest. 79% of home providers spend eight hours or more with the children. 1/2 to 1/3 of Teachers and those who serve as both teachers and directors or supervisors spend 6 or more hours each day with the children. Most directors (69%) spend less than two hours.

Illness

Though 88% of daycare workers suffered from colds during the last year, 52% from flu, 46% headaches and 26% from backaches, only 7% missed six or more days of work due to illness. 78% missed three days or less and 15% missed three to five.

B. WORK ENVIRONMENT

Q11. Which of the following are available at the childcare facility in which you work? (Circle all that apply.)

Available	%
A place for staff belongings	68%
A staff bathrm not used by children	35%
A break room	34%
Staff work room	21%
Access to public transportation	39%
Free parking	89%
Free snacks and bev. for staff	54%
Free meals for staff	44%
Telephone privacy	32%
Staff library of prof'l books	36%

(due to multiple response, responses will not equal 100%)

Q12. In addition to your childcare duties, what other function(s) do you perform? (Circle all that apply.)

Duties	%
Sweep	78%
Mop	65%
Clean toilets	62%
Empty trash	70%

Duties (continued)	%
Prepare snacks	86%
Prepare meals	55%
Wash dishes	74%
Office duties	62%
Fund raising	20%
Other	22%
None	1%

Total # of Duties Performed	Childcare center %	Home Provider %
0	8%	10%
1	16%	0%
2	15%	1%
3	14%	1%
4	11%	0%
5	12%	2%
6	7%	3%
7	9%	14%
8	6%	60%
9	3%	10%

Q13. How frequently does your program have more children per teacher than state regulations allow?

Frequency	%
Often	2%
Frequently	3%
Sometimes	8%
Rarely	27%
Never	60%

Q14. Which of the following are major problems for your program? (Circle all that apply.0

Major Problems	%
Availability of substitutes	63%
Quality of substitutes	23%
Noise level	18%
Lack of supplies	19%
Classroom temperature	11%
Equipment repair	15%
Crowded space/lack of space	26%
Personnel	8%
Other	14%
None	10%
Not applicable	3%

Major Problems	Childcare Center	Home Provider
Availability of substitutes	66%	58%
Quality of substitutes	27%	15%
Noise level	20%	16%

Major Problems (cont.)	Childcare Center	Home Provider
Lack of supplies	24%	15%
Classroom temperature	20%	0%
Equipment repair	20%	9%
Crowded space/lack of space	32%	19%
Personnel	12%	1%
Other	17%	11%

Q15. Who is responsible for finding a substitute when you can't work?

Person Responsible	%
You	30%
Parent	**35%**
The center	23%
Other	12%

Person Responsible	Childcare Center	Home Provider
You	48%	23%
Parent	0%	77%
The center	52%	0%

DISCUSSION OF WORK ENVIRONMENT RESULTS

Available Resources

Only 35% of the childcare workers surveyed have staff bathrooms not used by children and break rooms available for their use. 79% do not have a staff work room and 68% do not have access to telephone privacy. Free parking and a place for staff belongings are available in 89% and 68% of work environments, respectively. Only 36% of those surveyed have access to staff library of professional books.

Extra Duties

From 2/3 to over 4/5 of those surveyed perform extra duties in addition to caring for children. These duties include sweeping (78%), mopping (65%), cleaning toilets (62%), emptying trash (70%), preparing snacks (86%), preparing meals (55%), washing dishes (74%), and performing office duties (62%). Only 20% are involved in fund raising for their centers or homes. Home care providers are the most likely to perform extra tasks in addition to childcare responsibilities, with 60% regularly performing eight of the tasks listed in Question 12. 50% of the childcare center employees perform four or less additional tasks.

Children per Teacher

Most respondents (60%) never have more children per teacher at their childcare facility than state regulations allow. 27% rarely exceed the state regulations, while 8% sometimes, 3% frequently, and 2% often have more children than allowed.

Major Problems

Availability of substitutes is a problem for 63% of the childcare workers surveyed. 26% of respondents are bothered by crowded space/lack of space, but only 8% reported personnel problems. Quality of substitutes, noise level, lack of supplies, classroom temperature, and equipment repair are problems for 11% to 23% of the total number of childcare workers surveyed. Workers in childcare centers reported more problems with quality of substitutes, lack of supplies, classroom temp, equipment repair, lack of space, and personnel than did home care providers. Both shared problems with availability of substitutes and noise level.

Finding Substitutes

Parents of children who attend home childcare programs are largely responsible (77%) for finding substitutes when the provider cannot work. 23% of home providers must find substitutes themselves. For those who work in childcare centers, finding substitutes is fairly evenly divided between workers (48%) and the center (52%).

C. INDIVIDUAL BACKGROUND

Q16. What is the highest education level you have completed?

Highest Level	%
8th grade or less	1%
Some high school	2%
High school graduate	27%
Some technical school	6%
Technical school graduate	9%
Some college	22%
College graduate	25%
Post graduate or prof'l degree	8%
Other	1%

Highest Level	Center	Home Provider
8th grade or less	0%	2%
Some high school	1%	3%
High school graduate	16%	38%
Some technical school	5%	9%
Technical school graduate	7%	12%
Some college	23%	23%
College graduate	35%	11%
Post graduate or prof'l degree	13%	2%
Other		

Job Title	High School or Less	More than High School
Director	14%	86%
Supervisor	0%	100%
Teacher	4%	96%
Dir.-Tchr	0%	100%
Supr-Tchr	0%	100%
Asst Tchr	13%	87%
Aide	55%	45%
Home Prov.	44%	56%

Q17. Which of the following specialized training in early childhood have received? (Circle all that apply.)

Specialized Training	%
Technical institute course	16%
Training required by licensing	74%
Additional in-service training not required by licensing	48%
Child Development Assistant degree from technical institute	7%
Child Development Associate credential	6%
College courses	32%
Early childhood education degree	13%
Elementary education degree	17%
Special education degree	2%
Other	16%
None	1%

Q18. How long have you been working in the childcare profession?

Length of Time	%
Less than a year	7%
1 to 2 years	14%
3 to 5 years	26%
6 to 12 years	31%
More than 12 years	21%

Length of Time	Center	Home Provider
Less than a year	13%	1%
1 to 2 years	15%	14%
3 to 5 years	29%	25%
6 to 12 years	25%	38%
More than 12 years	19%	22%

Q19. What is your current position? (Circle all that apply.)

Position	%
Director	12%
Supervisor	8%

Position (continued)	%
Teacher	27%
Assistant teacher	14%
Aide	13%
In-home provider	50%
Parent educator	5%
Other	3%

Q20. How long have you been in your current position?

Length of Time	%
Less than a year	14%
1 to 2 years	20%
Length of Time (continued)	**%**
3 to 5 years	26%
6 to 12 years	24%
More than 12 years	15%

Q21. Why did you choose to work in the childcare profession? (Circle all that apply.)

Reasons	%
Wanted to work with children	80%
Always wanted to be a teacher	25%
Role model was a childcare worker	3%
Hours are compatible with raising a family	58%
The childcare field is stable	11%
Childcare demands creativity	27%
The childcare field is respected	6%
Working with children is physically active	20%
Pays well	7%
Intellectual challenge	14%
Couldn't get job in public school system	8%
Didn't want to work in public school system	8%
Chance to have my own children with me at the workplace	43%
Other	17%

Q22. How many different places have you had childcare jobs including the place you work now?

Number of Places	%
1	73%
2	14%
3	7%
4	4%
5	1%
6 or more	1%

Q22a. If you have worked at more than one place, why did you leave the last place? (Circle all that apply.)

Reason	%
Inadequate or low wage	32%
Inadequate benefits package	18%
Long hours	17%
Physical environment	10%
Wanted different schedule or more hours	13%
Responsible for too many children	14%
Work load	14%
Lack of supplies or materials	18%
Lack of administrative support	23%
Lack of supervisory support	17%
Lack of support from children's parents	7%
Low status	12%
Lack of respect	15%
Burn out or stress	14%
Moved	33%
Personal reason not related to the job	12%
Frustration	23%
Poor relations with coworkers	5%
Low staff morale	16%
Lack of input in major decisions	13%
Other (please specify)	38%

Q23. How much of a problem is each of the following to you in your current position? (Circle one number for each item.)

	NO PROBLEM	SMALL PROBLEM	MODERATE PROBLEM	BIG PROBLEM
Inadequate or low wage	15%	25%	36%	24%
Inadequate benefits package	22%	17%	22%	40%
Long hours	38%	24%	24%	15%
Physical environment	66%	24%	8%	1%
Wanted different schedule or more hours	72%	18%	8%	3%
Responsible for too many children	80%	13%	4%	3%
Work load	54%	26%	14%	5%
Lack of supplies or materials	63%	23%	10%	4%
Lack of administrative support	75%	12%	6%	7%
Lack of supervisory support	79%	11%	6%	4%
Lack of support from children's parents	57%	26%	13%	4%
Low status	50%	21%	16%	13%
Lack of respect	52%	23%	13%	12%
Burn out or stress	32%	35%	22%	10%

(continued)	NO PROBLEM	SMALL PROBLEM	MODERATE PROBLEM	BIG PROBLEM
Frustration	33%	40%	19%	8%
Poor relations with co-workers	83%	12%	3%	2%
Low staff morale	74%	16%	6%	4%
Lack of input in major decisions	76%	13%	8%	4%
Other (please specify)	94%	0%	2%	5%

Q24. How likely is it that you will leave your job in the next 12 months?

Likelihood	%
Very likely	12%
Fairly likely	15%
Not too likely	32%
Not at all likely	41%

Likelihood	Center	Home Provider
Very likely	13%	9%
Fairly likely	21%	9%
Not too likely	34%	32%
Not at all likely	32%	49%

Q25. What benefits do you receive from your employer in your current position? (Circle all that apply.)

Benefits	%
Paid vacation	37%
Paid sick leave	45%
Health insurance partially of fully paid by employer	20%
Overtime pay or comp time	22%
Workers' compensation	24%
Childcare is free or at lower cost	20%
Retirement	7%
Life Insurance	11%
Job security for maternity leave	18%
Job security for disability leave	12%
In-service training	51%
Other	12%
None	15%
Not applicable	5%

DISCUSSION OF INDIVIDUAL BACKGROUND

Education

23% of the survey respondents are college graduates. 22% have attended some college and 97% are high school graduates. 8% of the childcare workers surveyed have post graduate or

professional degrees, in addition to their college educations. Directors, supervisors, teachers, and assistant teachers are the most likely respondents to have pursued education after high school. 55% of the Aides surveyed have high school diplomas, or less, and 56% of the home care providers have gone further after graduating from high school. Only 1% of all respondents have an 8th grade education or less.

Childcare center employees are more likely to have obtained higher education levels than home providers. 35% of the childcare center employees are college graduates, though the percentage of home providers with college degrees is 11%. 23% of both home and center employees have attended some college. The highest education level for 38% of home providers is a high school diploma, 16% for center employees.

Specialized Training

74% of the respondents have received specialized training in early childhood through the training required by licensing. 1/3 have taken early childhood college courses and 30% possess either early childhood or elementary education college degrees. Half of the respondents received additional in-service training not required by licensing. Others have received training through technical institute courses (16%), child development assistant degrees from technical institutes (7%), child development associate credentials (6%), and special education degrees (2%).

Tenure in the Field

34% of the childcare workers have been in the profession for less than five years. Most childcare workers surveyed have been in the field for at least three years, with the highest percentage (31%) working in childcare for six to 12 years. 21% have been in the profession over 12 years, 26% for three to five years, 14% for one to two years, and only 7% for less than a year. Home care providers tend to have slightly longer tenures in the profession than do center employees. 60% home providers as opposed to 44% center employees have been daycare professionals for more than six years. Only 1% of home providers entered the profession this year compared to 14% of center employees. The percentage for employees of one to five years standing is roughly equal.

Current Position

50% of the respondents listed their current position as home childcare provider. 27% described themselves as teachers, 14% assistant teachers, 13% aides, 12% directors, and 8% supervisors. 17% of the respondents hold several titles with the combinations for director and teacher and supervisor and teacher being the most common of the multiple responses. Most respondents have held their positions for over three years. 26% have been in their current positions for three to five years, 24% for six to 12 years, 20% for one to two years, 15% for over 12 years, and

14% for less than a year.

Reasons for Selecting the Childcare Profession

Most respondents (80%) selected the childcare profession because they wanted to work with children. Having hours that are compatible with raising a family and the opportunity to have their children with them at the workplace were important considerations in choosing the childcare profession for 58% and 43% of the respondents, respectively. Only 7% reported selecting the field because it pays well, 6% because the field is respected, and only 3% because their role model was a childcare workers. 1/4 of the respondents always wanted to be teachers and also enjoy the creativity demanded by the profession. 20% enjoy the physically active nature of the childcare profession. Only 11% of the respondents selected childcare because they believed it to be a stable profession. 14% decided upon the field because of the intellectual challenge.

Places of Childcare Employment

3/4 of the respondents have worked only in the childcare facility in which they are currently employed. 14% have worked in two childcare places and 13% have worked in three or more. Of the 27% who have worked in more than one childcare place, 32% left their last place of childcare employment because of inadequate and low wages. 1/3 left because they moved. 23% reported frustration and lack of administrative support as major reasons for leaving. Only 5% left because of poor relations with coworkers. Almost 20% were distressed by the long hours or inadequate benefits packages of their former places of childcare employment, as well as a lack of supplies or materials, a lack of supervisory support, and low morale. Work load, responsibility for too many children, lack of respect, scheduling, burn out or stress, low status, and lack of input in major decisions prompted about 15% of the workers to leave. 16% reported leaving their last childcare workplace because of personal reasons not related to the job.

Job Satisfaction

80% to 85% of the total number of childcare workers surveyed reported that inadequate or low wages and inadequate benefits packages are problems in their current positions. Only 15% said low wages are not a problem. 62% have a problem with long hours and 68% reported problems with burn out or stress. 2/3 of the respondents report frustration in their current positions. 50% think their low status is a problem and 45% report work load and lack of support from parents to be a working conditions concern. 1/3 are upset with the lack of materials or supplies and 1/3 feel their physical environment is inadequate. 1/4 blame low staff morale and lack of input into major decisions as sources of dissatisfaction in their current workplace. Scheduling is a problem for 28% of the respondents. 20% reported problems with having responsibility for too many children and 17% have poor

relations with coworkers.

Likelihood of Leaving

When asked how likely it is that they would leave their jobs in the next twelve months, 1/4 of those surveyed thought it fairly or very likely they would leave. 41% say that it is not at all likely that they will leave their jobs and 32% say it is not too likely. Childcare center employees are more likely to leave their jobs than home care providers, with 34% saying it is very or fairly likely they would do so. Only 18% of home providers responded in kind. Almost 50% of the home providers surveyed say it is not at all likely that they will leave in the next 12 months.

Benefits

The only benefit that 50% of the childcare workers surveyed receive is in-service training. 55% do not receive paid sick leave, 63% do not receive paid vacations, and over 3/4 of the workers do not receive worker's compensation (76%), overtime pay or comp time (78%), and free or reduced cost of childcare for their own children (80%). 89% do not receive life insurance, and 93% are not eligible for retirement benefits. 82% do not have job security for maternity leave and 88% do not have job security for disability leave. 80% of the respondents do not receive health insurance partially or fully paid by their employees.

D. PERCEPTIONS OF CHILDCARE WORK

Q26. Do you think you make a fair wage for what you are required to do?

Fair Wage?	%
Yes	33%
No	67%

	Level of Job Satisfaction	
Fair Wage?	Satisfied	Not Satisfied
Yes	36%	12%
No	64%	88%

	Fair Wage?	
Job Title	Yes	No
Director	46%	54%
Supervisor	50%	50%
Teacher	17%	83%
Dir.-Tchr	27%	73%
Supr-Tchr	15%	85%
Asst Tchr	24%	76%
Aide	39%	62%
Home Prov.	40%	60%

Q26a. If not, what do you think would be a fair hourly wage for what you are required to do?

Fair Hourly Wage	%
$3.45 to $4.99	6%
$5.00 to $9.99	36%
$10.00 to $14.99	23%
$15.00 to $19.99	8%
$20.00 to $25.00	3%
Per Child Hourly	**%**
$1.25 to $1.99	7%
$2.00 to $2.99	13%
Per Child Hourly (continued)	**%**
$3.00 to $3.99	3%
$4.00	1%

Q27. As a childcare professional, do you feel respected by:

	Always	Sometimes	Rarely
The families you serve	54%	43%	3%
Your own family	68%	27%	5%
Your friends	55%	38%	7%
The public at large	26%	45%	29%

Q28. How do you perceive the quality of childcare provided by your program compared to the other programs in the area?

Quality	%
Far exceeds the quality of other programs	28%
Somewhat exceeds the quality of other programs	47%
No difference	21%
Somewhat below the quality of other programs	3%
Far below the quality of other programs	1%

Q29. How satisfied are you with the following aspects of the childcare profession?

	VERY SATISFIED	SOMEWHAT SATISFIED	SOMEWHAT DISSATISFIED	VERY DISSAT.
Working with children	78%	20%	2%	0%
Professional prestige	15%	39%	29%	17%
Salary	10%	31%	32%	26%
Benefits	10%	14%	26%	51%
Paid break	16%	16%	24%	44%
Intellectual challenge	34%	48%	14%	5%
Work load	28%	41%	23%	8%
Skill level of co-workers	51%	31%	15%	3%
Opportunities for personal growth	31%	37%	24%	8%
Non-teaching duties	26%	43%	24%	7%
Vacation schedule	41%	22%	16%	21%

(continued)	VERY SATISFIED	SOMEWHAT SATISFIED	SOMEWHAT DISSATISFIED	VERY DISSAT.
Length of work day	38%	31%	21%	10%
Administrative support	45%	30%	15%	10%
Training received	50%	39%	9%	2%
Opportunities for creativity	57%	38%	4%	1%
Quality of care you are able to provide	70%	27%	2%	2%

Q30. All things considered, how satisfied are you with your decision to be a childcare professional?

Level of Satisfaction	%
Very satisfied	**54%**
Somewhat satisfied	39%
Somewhat dissatisfied	6%
Very dissatisfied	0%

	Level of Satisfaction			
Job Title	Very Sat.	Some. Sat.	Some. Dis.	V. Dis.
Director	63%	37%	0%	0%
Supervisor	50%	25%	25%	0%
Teacher	45%	46%	7%	2%
Dir.-Tchr	45%	35%	20%	0%
Supr-Tchr	54%	39%	8%	0%
Asst Tchr	53%	34%	6%	2%
Aide	62%	33%	5%	0%
Home Prov.	55%	39%	6%	0%

Type of Program	Satisfied?	Not Satisfied?
Center	92%	7%
Home Care	94%	6%

Q31. Within the next two years, how likely is it that you will leave your current position, but remain in the childcare profession?

Likelihood of Leaving	%
Very likely	12%
Fairly likely	18%
Not too likely	33%
Not at all likely	**36%**

Q32. Within the next two years, how likely is it that you will leave the childcare profession to go into some different occupation?

Likelihood of Leaving	%
Very likely	14%
Fairly likely	17%
Not too likely	34%
Not at all likely	**35%**

Likelihood of Leaving	Level of Job Satisfaction	
	Satisfied	Not Satisfied
Very likely	11%	47%
Fairly likely	17%	34%
Not too likely	36%	17%
Not at all likely	38%	2%

Q33. How many more years do you see yourself remaining in the childcare profession?

Years Remaining	%
Less than a year	10%
1 to 2 years	20%
3 to 5 years	34%
6 to 12 years	22%
More than 12 years	14%

DISCUSSION OF PERCEPTIONS OF CHILDCARE WORK

Fair Wage?

2/3 of those surveyed do not believe they make a fair wage for what they do. Of the 67% dissatisfied with their wages, those who are responsible for multiple job functions are the most indignant about unfair wages. 85% of the workers who serve as supervisor and teacher, and 83% of those who are director, supervisor, and teacher believe they are paid less than they deserve for the work they perform. 3/4 of the director-teacher respondents are dissatisfied with their wages and 76% of the assistant teachers registered complaint about inadequate pay.

Those with single job titles were split more evenly along the fair/unfair wage issue, though no one group had higher responses for fair wage than unfair. 55% of the directors, 50% of the supervisors, and 57% of the teachers surveyed are dissatisfied with their wages. 62% of the aides do not believe they make a fair wage and 60% of home care providers are not adequately reimbursed. 64% of the respondents who report satisfaction with the childcare profession after all considered, do not believe they are paid a fair wage. Of those dissatisfied with the profession, 88% cite dissatisfaction with wages.

When asked to set their own fair hourly wage, over 90% of the respondents selected wages over $5.00 per hour, with over 70% stating that $10.00 would qualify as a fair hourly wage. Of those who requested pay per hour per child, 2/3 requested $2.00 or more per child.

Respect

74% of the childcare workers surveyed say they rarely or

only sometimes feel respected by the public at large. Half rarely or only sometimes feel respected by their friends and the families they serve, and 1/3 rarely or only sometimes feel respected by their own families. 43% say they sometimes feel respected by the families they serve, 38% sometimes by their friends, and 26% sometimes by their own families.

Quality of Program

Most of the respondents believe their childcare program somewhat (47%) or far (28%) exceeds the quality of other programs. 1/5 felt that there is no difference between theirs and other programs in the area, and only 4% identified as having less quality than others.

Job Satisfaction

Salary and benefits are the biggest causes of dissatisfaction in the childcare profession today. 90% of the workers surveyed are not satisfied with their salaries or benefits. Only 16% are very satisfied with the availability of a paid break and 85% report less than great satisfaction with their professional prestige. 1/3 of those surveyed are dissatisfied with the work load required by the childcare profession, with 41% expressing some satisfaction. Less than a third are pleased with their opportunities for personal growth and their non-teaching duties. One half are very satisfied with the training they receive and with the skill level of their coworkers. The vacation schedule is a source of concern for 60% of those surveyed, with 21% expressing severe dissatisfaction. 38% of workers are very satisfied with the length of their work day, though 31% are only somewhat satisfied, and another 31% report dissatisfaction.

The areas of greatest satisfaction in the childcare profession are the opportunity to work with children (78% very satisfied, 20% somewhat satisfied), opportunities for creativity (57% very satisfied, 38% somewhat satisfied), and the quality of care the worker is able to provide (70% very satisfied, 27% somewhat satisfied).

All things considered, 54% of the childcare workers surveyed are very satisfied with their decisions to be childcare professionals. 39% are somewhat satisfied with this decision, and 6% are somewhat dissatisfied. None of those surveyed are very dissatisfied with their choice of profession. The breakdown between satisfaction and dissatisfaction is comparable for both home and centers providers.

Directors and aides show the highest level of satisfaction with their choice of profession with 63% and 62% respectively responding that they are very satisfied. Supervisors and Director-Teachers are more ambivalent, with 25% and 20% reporting

some dissatisfaction. 94% of the home care providers are satisfied overall.

Likelihood of Leaving

69% of those surveyed say it is not too or not at all likely that they would either leave their current position for another position in childcare, or leave the childcare profession altogether during the next two years. 31% say there is a possibility of them leaving with 12% to 14% saying they will very likely leave their current position or the profession altogether.

Satisfaction with choice of profession appears well correlated with the decision of whether or not to leave the profession during the next two years. 81% of those dissatisfied with their childcare jobs say it is very (47%) and fairly (34%) likely that they will switch professions. Of those satisfied, 3/4 are quite likely to remain in the field.

Remaining Years in the Profession

When asked how long they see themselves remaining in the childcare profession, 64% say they will remain in the field for less than five years. 10% say they will leave within a year, and 20% will remain in the profession for one or two more years. 22% of the respondents see themselves as childcare providers for the next six to 12 years, and 14% will remain in the profession for more than 12 years.

E. GENERAL INFORMATION

Q34. What is the number of children living with you full-time or part-time?

Number of Children	%
0	27%
1	17%
2	28%
3	20%
4	6%
5 or more	2%

Q35. Do you yourself have children in a childcare program?

Own Children in Childcare?	%
Yes	19%
No	81%

Q35a. If yes, how many times in the last 3 months did you have to find alternate childcare arrangements because the usual childcare arrangements fell through?

Number of Times	%
0	84%
1	3%
2	5%
3	5%
4	1%
5	1%
6	1%

Q36. Are you:

	%
Male	1%
Female	99%

Q37. Are you:

White	98%
Black	1%
Hispanic	0%
Asian or Pacific Islander	0%
American Indian or Native American	0%
Other	0%

Q38. What year were you born?

Age	%
16-19	1%
20-29	20%
30-39	40%
40-49	26%
50-59	10%
60+	3%

Age	%
16-29	22%
30-44	56%
45-59	19%
60+	3%

Q39. In what <u>county</u> do you work?

	%
Metro	55%
Greater Minnesota	45%

Q40. Approximately how much of your total household income for 1988, before taxes, is provided by your individual income?

Individual Income	%
Less than $5,000	25%
$5,000 to $7,999	23%
$8,000 to $10,999	19%
$11,000 to $13,999	14%
$14,000 to $16,999	9%
$17,000 to $19,999	5%
$20,000 to $22,999	3%
$23,000 to $25,999	2%
$26,000 or more	2%

County	>$5-$10,999	$11-$19,999	$20-$26,000+
Metro	61%	31%	8%
Greater Minnesota	72%	24%	4%

	>$5-$10,999	$11-$19,999	$20-$26,000+
Education Level			
High School or less	69%	27%	4%
More than High School	67%	27%	6%
Job Title			
Director	13%	47%	40%
Supervisor	50%	50%	0%
Teacher	67%	31%	2%
Dir.-Tchr	60%	35%	5%
Supr-Tchr	31%	70%	0%
Asst Tchr	92%	8%	0%
Aide	98%	2%	0%
Home Prov.	58%	34%	8%

Q41. What is your household's total income for 1988, before taxes?

Income Level	%
Less than $5,000	3%
$5,000 to $7,999	4%
$8,000 to $10,999	6%
$11,000 to $13,999	5%
$14,000 to $16,999	5%
$17,000 to $19,999	4%
$20,000 to $22,999	6%
$23,000 to $25,999	8%
$26,000 to $29,999	13%
$30,000 to $39,999	22%
$40,000 or more	24%

DISCUSSION OF GENERAL INFORMATION

Own Children

65% of the respondents have one to three children of their own living with them full or part time. 27% have no children, and 7% have four or more. 19% have their children placed in childcare programs, and of those, 15% have had to find alternative childcare arrangements because their usual arrangements fell through.

Demographics

99% of the respondents to the childcare workers survey are female and 98% are white. 90% of the providers are over 25 years old. 40% of the respondents are between 30 and 39 years of age, 26% between 40 and 49 years, 17% between 20 and 29 years, with the remaining 14% spread out between ages 16 and 67. About 55% of the respondents live in metro areas, 45% in greater Minnesota.

Income Levels

1/4 of those surveyed make less than $5,000 annually, while only 12% make more than $17,000. 9% of the respondents make $14,000 to $16,999 each year. 23% earn $5000 to $7,999, 19% earn $8,000 to $10,999, and 14% earn $11,000 to $13,999 annually.

Directors are the highest paid, with 47% earning $11,000 to $19,999 annually, and 40% earning $20,000 to $26,000 or more. Only 8% of home care providers earn more than $20,000. Most (58%) are in the less than $5,000 to $10,999 range. 34% make between $11,000 and $19,999. Assistant teachers and aides are the lowest paid, 92% and 98%, respectively, earning between less than $5,000 and $10,999 annually. Supervisors' salaries are split evenly between the less than $5,000 to $10,999 and the $11,000 to $19,999 ranges. 67% of teachers surveyed earn between less than $5,000 to $10,999. Only 2% make over $20,000 annually.

Education level, split between the two categories of high school degree or less and some technical up to post graduate degree does not play a decisive role in salary levels. 69% of high school or less and 67% of beyond high school graduates earn salaries in the less than $5,000 to $10,999 range. Only 6% beyond high school as opposed to 4% high school or less respondents earn more than $20,000 annually.

46% of the respondents live in households with total incomes of $30,000 or more. 27% have total incomes between $20,000 and $30,000. 13% live in households with total incomes between $11,000 and $20,000, 10% in the $5,000 to $11,000 range, and 3% of respondents live with total household income of under $5,000 annually.